

OUTREACH FOR WOMEN AND MINORITIES

1. **DISSEMINATION OF INFORMATION:** Information should be distributed to the Bureau of Apprenticeship & Training, Job Service, Women's Centers, Outreach Programs, and other community organizations which can effectively reach minorities and women.
2. **PARTICIPATION IN ANNUAL WORKSHOPS:** Conducted by the Job Service and other local organizations for the purpose of familiarizing school and Job Service personnel with the apprenticeship system.
3. **COOPERATE WITH EDUCATION SUSTEMS:** Cooperate with local schools and vocational systems to develop programs to prepare students to meet the apprenticeship qualifications.
4. **INTERNAL COMMUNICATION OF EEO POLICIES**
5. **OUTREACH:** Engage in programs such as outreach for positive recruitment and preparation of potential applicants. If no such programs exist, the sponsor shall seek to initiate these programs when available financial assistance from the Department is obtained.
6. **PREPARATORY PROGRAMS:** Encourage the establishment of programs of pre-apprenticeship, preparatory trade training, or others designed to afford related work experience.
7. **UTILIZATION OF JOURNEYWORKERS:** The sponsor will utilize journeyworkers to assist in the implementation of the Affirmative Action Plan.
8. **GRANTING CREDIT:** The sponsor will grant credit or advance standing in an equal manner on the basis of previously acquired skill or experience.
9. **AGE REQUIREMENT:** The sponsor will admit to apprenticeship persons whose age exceeds the maximum when such action assists the sponsor in achieving its affirmative action obligations.
10. **OTHER APPROPRIATE ACTIONS:** The sponsor will take other appropriate actions to insure that the recruitment, selection, employment and training of apprentices, shall be without discrimination.